Human Resources and Social Development Canada

LABOUR PROGRAM

Workplace Bulletin

February 15, 2007

Également disponible en français.

The *Workplace Bulletin,* issued by the **Labour Policy and Workplace Information,** Labour Program, Human Resources and Social Development Canada, is available twice a month.

The *Workplace Bulletin* keeps you apprised of ongoing developments and provides access to timely customized information on industrial relations and collective bargaining in Canada. You can be updated on topics such as: negotiated wage data, benefits, working conditions, work stoppages, labour organizations, union membership, innovative workplace practices, labour standards, occupational safety and health, labour management partnerships, employment equity, and international and intergovernmental labour affairs. If you wish to receive this *Bulletin* **free of charge,** add your name to our mailing list.

The Labour Policy and Workplace Information offers more information than what is listed below; go to http://www.hrsdc.gc.ca/en/lp/wid/info.shtml for a complete listing of products and services.

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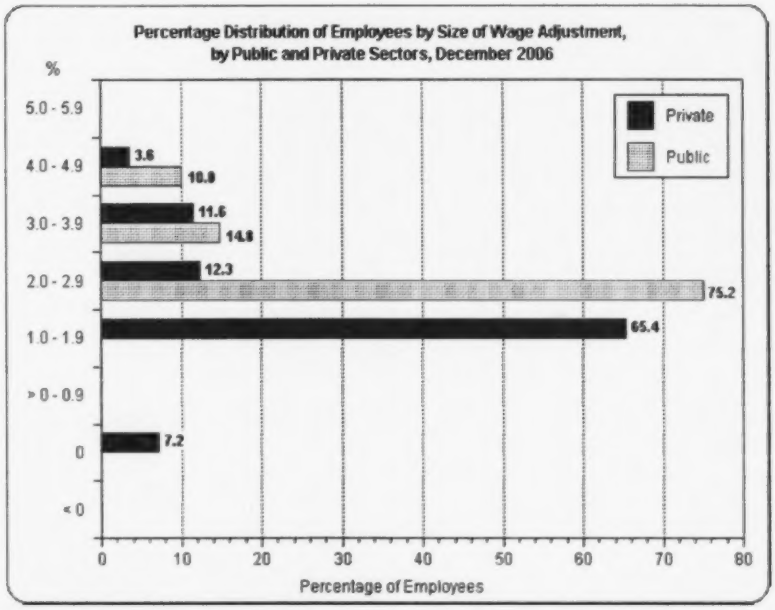
Wage Settlements

Wage Settlements Covering 500 or More Employees
December 2006

Major collective bargaining settlements reached in December 2006 provided base rate wage increases averaging 2.3% annually over the term of the contracts. These results are based on a review of 24 settlements with a coverage of 40,620 employees.

When the parties to these settlements previously negotiated, the resulting wage adjustments averaged 1.9%, a smaller gain than in their current settlements. Contract duration in December averaged 39.9 months, compared to 32.1 months in the previous round of settlements.



In December 2006, the majority of agreements settled (66.7%) and employees covered (62.3%) were in the public sector. Wage increases in the public sector averaged 2.7% for 25,320 employees in 16 agreements and in the private sector, 1.8% for 15,300 employees in 8 agreements. The Ontario A & P Canada Co. agreement with a coverage of 10,000 employees (one quarter of the month's total employee coverage) had a fairly significant impact on the month's wage figure; this agreement's relatively low wage increase of 1.4% had a moderating influence on the aggregate figure as well as the private sector average.

On a jurisdictional basis, the largest concentration of employees (40.9% of all workers) was in Manitoba, with wage adjustments averaging 2.7%. The largest average annual wage increase was in Alberta at 3.9% and the smallest adjustment was in the federal jurisdiction at 0.8% (2 agreements with Atomic Energy of Canada at 2.5% and a wage freeze at Bell Canada).

On an industry basis, the largest concentration of employees (36% of all workers) was in the public administration sector; wage adjustments in this sector averaged 2.8%. The largest average annual wage increase was recorded in the utilities sector at 4.4% (a single agreement at ATCO Gas in Alberta); the smallest adjustment was in the information and culture sector at 1.2%.

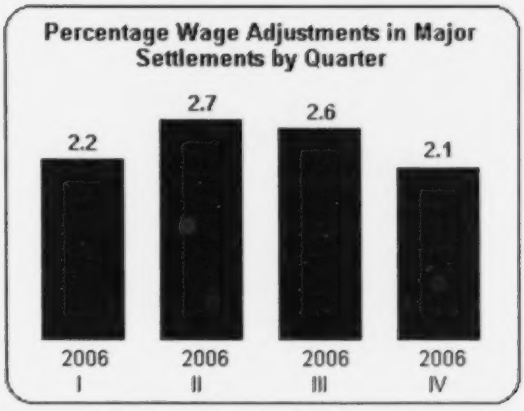
Average Annual Percentage Wage Adjustments by Month

	2006		
	October	**November**	**December**
Sectors			
Public Sector	2.9	3.1	2.7
Private Sector	1.2	1.4	1.8
All Industries/Jurisdictions			
Average Annual Adjustment	1.7	2.6	2.3
Non-COLA	1.7	2.6	2.3
COLA	-	-	2.6
First-Year Adjustment	2.1	2.6	2.0
Non-COLA	2.1	2.6	2.0
COLA	-	-	2.8
Industries			
Primary Industries	4.0	3.0	-
Utilities	2.8	-	4.4
Construction	-	-	3.7
Manufacturing	2.8	1.7	2.5
Wholesale and Retail Trade	0.9	1.2	1.4
Transportation	1.8	4.0	3.0
Information and Culture	-	-	1.2
Finance and Professional Services	-	-	2.5

	2006		
	October	November	December
Education, Health and Social Services	3.0	3.0	2.5
Entertainment and Hospitality	3.2	-	2.6
Public Administration	2.9	2.5	2.8
Jurisdictions			
Newfoundland and Labrador	-	1.7	2.0
Nova Scotia	3.0	2.9	-
New Brunswick	-	-	3.7
Quebec	-	3.2	2.5
Ontario	1.2	2.1	1.7
Manitoba	2.0	2.7	2.7
Saskatchewan	-	2.0	-
Alberta	3.9	4.0	3.9
British Columbia	3.6	-	3.0
Federal Jurisdiction	2.4	2.5	0.8

Fourth Quarter 2006

Major collective bargaining settlements reached in the fourth quarter 2006 provided base-rate wage adjustments averaging 2.1% annually over the contract term, down from the 2.6% average recorded in the previous quarter. The results for the fourth quarter 2006 are based on a review of 61 major settlements reached and cover 121,590 employees.

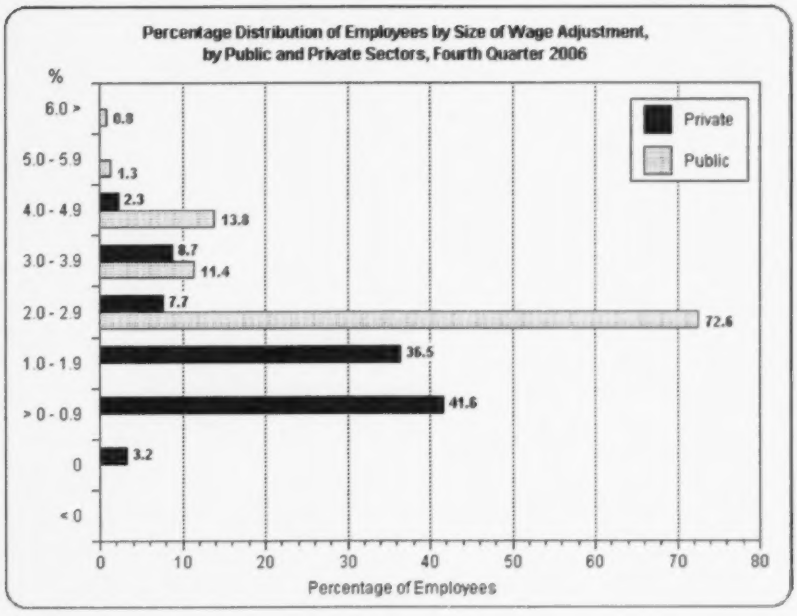


When the parties to these fourth quarter settlements previously negotiated, the resulting wage adjustments averaged 2.3%, slightly higher than in their current settlements. Contract duration in the fourth quarter 2006 averaged 40.3 months, compared to 42.7 months in the previous round of settlements.

Public-sector wage adjustments for 63,370 employees in 36 settlements averaged 2.9%, up from 2.7% in the previous quarter. Private-sector wage increases for 58,220 employees in 25 agreements averaged 1.4%, down from 2.5% in the previous quarter. The relatively low private-sector figure was due in large part to several agreements with a large employee weighting in the food retail trade sector, with wage increases averaging 1.1% (Loblaws, Zehrs, A & P Canada Co.).

On a jurisdictional basis, Alberta posted the largest average wage gain in the fourth quarter, at 3.9% (the City of Edmonton settled with its municipal workers at 4.0% and employees of Mount Royal College in Calgary also settled at 4.0%). The largest concentration of employees (45.7% of all employees) and the smallest average wage adjustment was recorded in Ontario at 1.5% (due in large part to various settlements in the food retail sector ranging from 0.9 to 1.4%). The second largest concentration of employees was in Manitoba (19.8% of all employees), with wage adjustments averaging 2.6%. In the federal jurisdiction, wage increases averaged 2.2%.

On an industry basis, average wage adjustments in the fourth quarter 2006 ranged from a low of 1.1% in the trade sector (a single agreement with A & P Canada Co.), to a high of 3.7% in the construction sector (a single carpenters' agreement in New Brunswick). The largest concentration of employees was also in the trade sector where 8 agreements provided 45,470 employees (37.4% of total) with wage adjustments averaging 1.1%. The second largest concentration of employees was in the education, health and social services sector with 19 agreements providing 31,160 employees (25.6% of total) with wage adjustments averaging 2.9%.



Wage adjustments in fourth quarter settlements ranged from a wage freeze for 750 plant and maintenance employees at Lear Corporation in Kitchener, Ontario and 1,110 sales employees at Bell Canada in Quebec and Ontario, to 6.0% for 530 lecturers at Carleton University in Ottawa, Ontario. The largest concentration of employees (41.5%) received increases in the 2.0% to 2.9% range. Approximately 37.4% of employees received increases below 2.0% (excluding a wage freeze), and 19.5% received an increase of 3.0% or above.

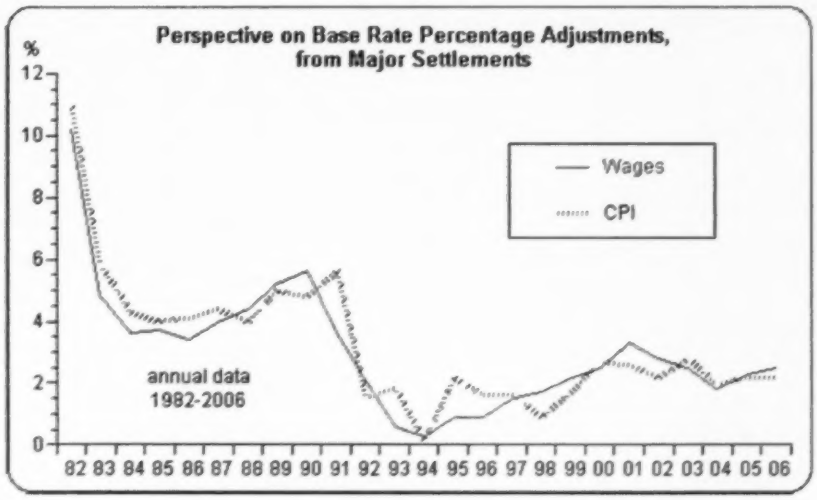
Average Annual Percentage Wage Adjustments by Quarter

	2006			
	1st	2nd	3rd	4th
Sectors				
Public Sector	2.2	2.8	2.7	2.9
Private Sector	2.5	2.2	2.5	1.4
All Industries/Jurisdictions				
Average Annual Adjustment	2.2	2.7	2.6	2.1
Non-COLA	2.2	2.8	2.6	2.1
COLA	2.9	2.3	2.5	2.6
First-Year Adjustment	2.0	2.9	2.2	2.2
Non-COLA	2.0	2.9	2.2	2.2
COLA	3.0	2.3	2.5	2.8
Industries				
Primary Industries	1.5	2.7	-	3.5
Utilities	2.6	1.7	2.6	3.6
Construction	-	3.7	3.5	3.7
Manufacturing	2.1	1.8	2.5	2.4
Wholesale and Retail Trade	1.7	2.1	-	1.1
Transportation	2.2	2.8	2.0	2.9
Information and Culture	3.3	2.4	0.5	1.2
Finance and Professional Services	2.5	2.5	2.5	2.5
Education, Health and Social Services	2.1	2.8	2.6	2.9
Entertainment and Hospitality	2.7	3.1	2.9	2.8
Public Administration	2.7	3.0	2.8	2.8

	2006			
	1st	2nd	3rd	4th
Jurisdictions				
Newfoundland and Labrador	1.5	2.0	-	1.9
Prince Edward Island	-	2.8	2.9	-
Nova Scotia	-	3.1	3.3	2.9
New Brunswick	3.8	1.2	3.0	3.7
Quebec	2.1	1.6	1.7	2.7
Ontario	2.7	2.9	2.9	1.5
Manitoba	2.4	3.1	2.6	2.6
Saskatchewan	2.1	-	-	2.0
Alberta	3.1	3.4	3.5	3.9
British Columbia	1.6	2.7	2.8	3.4
Territories	-	3.1	-	-
Multiprovince	3.3	4.1	-	-
Federal Jurisdiction	2.3	2.6	2.2	2.2

Major Settlements in 2006

Major collective bargaining settlements reached in 2006 provided base rate wage adjustments averaging 2.5% annually over the contract term, a slight increase from 2.3% in 2005. The increase in wage adjustments in 2006 was higher than the rate of inflation (CPI) in 2006, at 2.0%.



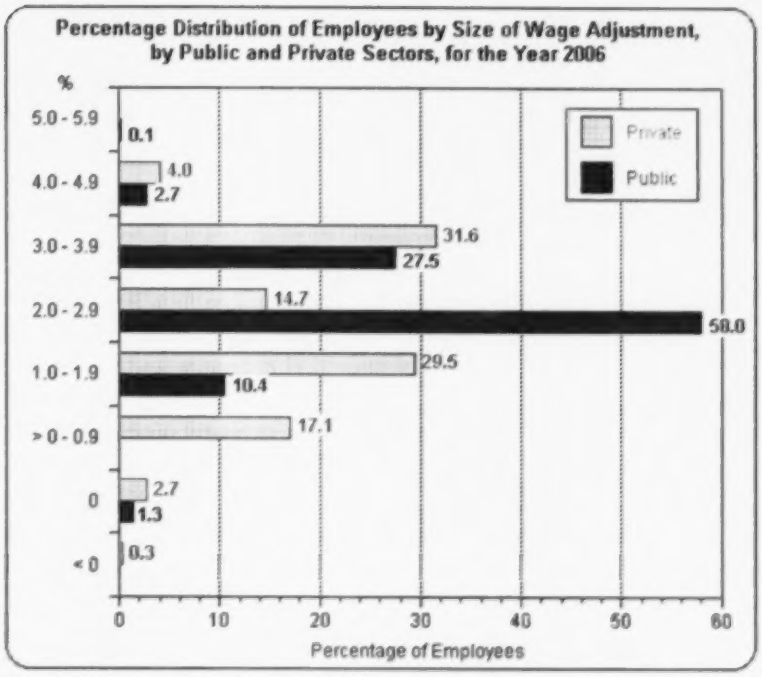
Following a period of gradually increasing wage adjustments peaking at 3.3% in 2001, the average annual increase dropped to 2.8% in 2002, 2.5% in 2003 and 1.8% in 2004. The very moderate 2004 figure was largely influenced by lower wage adjustments in British Columbia and several Air Canada and Air Jazz agreements (with a large concentration of workers affecting an employee-weighted statistic). In 2005, wage adjustments edged upwards to 2.3% and to 2.5% in 2006.

Wage adjustments from the 2006 settlements were higher than those in the contracts they replaced. There were 331 settlements reached in 2006, with a coverage of 813,700 employees. When the parties to these same settlements previously negotiated, the resulting wage adjustments averaged only 1.4%, compared to the 2.5% in their 2006 settlements.

The low figure for their predecessor-contracts is explained in part by low settlement levels in British Columbia in the past; these agreements had a moderating effect on the aggregate figure for Canada as a whole. Excluding British Columbia from the sample of predecessor-contracts, this predecessorial figure of 1.4% jumps to 2.6%. However in 2006, wage settlement levels in British Columbia accelerated somewhat with contracts negotiated with a design to expire after the 2010 Winter Olympics. Several previous air transport agreements (Air Canada and Air Jazz mentioned above), were also a factor.

Contract duration in 2006 settlements averaged 43.0 months, down slightly from the average of 47.1 months in 2005, but up from 35.6 months in 2004 and 34.7 months in 2003. In 2005, average contract duration exceeded 36 months in all industry sectors but one (the utility sector); in 2006, average contract duration exceeded 36 months in all industry sectors but the information and culture sector (34.9 months). When the same parties to the 2006 settlements previously negotiated, their predecessor-agreements had averaged only 33 months in duration.

The proportion of employees subject to a wage rollback in 2006's major settlements, was about 0.1%; there was a single rollback agreement. Only 1.6 % of employees in 2006 were subject to a wage freeze (within 13 agreements compared to 16 in the previous year). Approximately 3.9% of employees in 2006 received increases in the 0.1 to 0.9% range, 14.8% received increases in the 1.0 to 1.9% range, 48% received increases in the 2.0 to 2.9% range and 28.4% received increases ranging from 3.0 to 3.9%. Only 3.2% of employees received wage increases averaging 4.0% and over.



Wage adjustments in the private sector averaged 2.1% in 2006, compared to 2.6% in the public sector. The majority of agreements settled (66.5%) and employees covered (76.9%) were in the public sector. The public-sector figure resulted from 220 major agreements with a coverage of 626,140 employees. In the private sector, there were 111 major settlements covering 187,560 employees, or 23.1% of all employees in major settlements this year.

Within the public sector, local administration agreements (the municipal sector) received the largest average increase at 3.2%. The second largest average adjustments were recorded in the federal and provincial administration sectors, both at 2.7%. The Crown corporations and utilities agreements recorded average wage adjustments of 2.5%. Provincially, public-sector wage adjustments were lowest in Newfoundland and Labrador (1.7%) and Quebec (1.8%). The strongest gains were in Alberta (3.5%) and Nova Scotia (3.1%).

Overall (all sectors both private and public, by jurisdiction), wage gains were highest in the multiprovince sector averaging 3.5%, followed by Alberta at 3.4%. The lowest average gain was recorded in Newfoundland and Labrador and Quebec (same figures as above) followed by Saskatchewan at 2.1%. The largest concentration of employees was in British Columbia with 259,920 employees (31.9% of the total number of employees) receiving wage adjustments averaging 2.5% (the national average). The second largest concentration of employees was in Ontario (29.9% of the total) with 209,255 employees receiving wage adjustments also averaging 2.5%. The Prairie provinces' wage adjustments averaged 2.7%, and the federal jurisdiction, 2.3%.

On an industry basis, the manufacturing sector saw a deceleration in wage gains as average adjustments dropped from 2.5% in 2005 to 2.0% in 2006, whereas wage adjustments at the national level rose from 2.3% to 2.5% during the same period. The largest average wage adjustment was reported in the construction sector at 3.5% and this was due in part to the large British Columbia settlements, although no settlement across Canada in this sector posted wage increases below 3.0%. The smallest average adjustment was in the wholesale and retail trade sector at 1.1%; this sector has consistently recorded relatively low wage increases in recent years, however contracts in this sector sometimes contain a negotiated one-time lump-sum payment in-lieu of a pay increase, which is not included in our wage adjustment calculations.

The largest concentration of employees was in the education, health and social services sector (with 55% of all workers in 2006 settlements). In this sector, 447,220 employees in 153 agreements averaged increases of 2.5%. The second largest concentration of employees (17.6% of all workers) was in the public administration sector, with 143,440 employees in 49 agreements averaging increases of 2.8%. The smallest concentration of employees was in the primary sector (0.5% of all workers) with 4,190 employees in 6 agreements averaging increases of 2.9%. For all remaining industry divisions, wage increases in descending order of magnitude were: the hospitality and entertainment sector with wage adjustments averaging 2.9%; the utilities sector, the information and culture sector, and the finance sector all with wage adjustments averaging 2.5%; the transportation sector, at 2.1%.

In 2006, other contracts of note included several prominent provincial health sector wage settlements: the Government of Saskatchewan through the Saskatchewan Association of Health Organizations reached agreement with its health sector employees with wage adjustments averaging 2.0%; the Ontario Hospital Association settled with its health sector employees for wage adjustments averaging 2.8%; the Health Employers Association of British Columbia settled with its nurses for wage gains averaging 3.6%, with its paramedical employees for wage increases averaging 2.7% and with health services employees at 2.8%. The BC Government through the British Columbia Public School Employers Association reached agreement with its teachers for wage gains averaging 2.4%; last year, the British Columbia government had legislated a wage freeze for the same group. Canada Post reached agreement with its employees for wage increases averaging 2.5%. Air Canada settled with 13,040 aircraft maintenance employees for wage gains averaging 1.7% (the same group was subject to a wage rollback in the previous agreement).

Average Annual Percentage Wage Adjustments by Year

	2003	2004	2005	2006
Sectors				
Public Sector	2.9	1.4	2.2	2.6
Private Sector	1.2	2.2	2.4	2.1
All Industries/Jurisdictions				
Average Annual Adjustment	2.5	1.8	2.3	2.5
Non-COLA	2.5	1.7	2.2	2.5
COLA	2.5	3.1	2.6	2.6
First-Year Adjustment	2.5	1.1	2.1	2.4
Non-COLA	2.6	0.9	2.1	2.4
COLA	2.2	3.2	2.8	2.5
Industries				
Primary Industries	2.6	3.1	2.1	2.9
Utilities	2.4	3.1	2.6	2.5
Construction	2.8	2.7	2.5	3.5
Manufacturing	2.5	2.4	2.5	2.0
Wholesale and Retail Trade	1.2	1.5	1.9	1.1
Transportation	1.6	0.6	2.9	2.1
Information and Culture	1.5	2.7	2.4	2.5
Finance and Professional Services	2.8	1.3	2.3	2.5
Education, Health and Social Services	3.3	0.9	2.1	2.5
Entertainment and Hospitality	2.6	2.7	1.9	2.9
Public Administration	2.3	2.4	2.4	2.8

	2003	2004	2005	2006
Jurisdictions				
Newfoundland and Labrador	3.1	1.0	2.1	1.7
Prince Edward Island	3.2	2.4	2.5	2.9
Nova Scotia	3.3	4.7	3.2	3.1
New Brunswick	2.8	4.1	3.0	3.0
Quebec	2.1	2.6	1.6	1.8
Ontario	3.3	3.0	2.7	2.5
Manitoba	2.7	2.6	2.9	2.6
Saskatchewan	3.0	1.0	1.9	2.1
Alberta	3.0	3.1	3.0	3.4
British Columbia	1.3	-1.6	0.5	2.5
Territories	2.5	3.0	3.0	3.1
Multiprovince	1.1	2.7	4.1	3.5
Federal Jurisdiction	1.8	1.6	2.6	2.3

Note: *Data for 2006 cover the months of January through December.*

Public and Private Sector Percentage Wage Adjustments, a Chronological Perspective since 1985

Year	Public	Private	All
1985	3.8	3.3	3.7
1986	3.6	3.0	3.4
1987	4.1	3.8	4.0
1988	4.0	5.0	4.4
1989	5.2	5.2	5.2
1990	5.6	5.7	5.6
1991	3.4	4.4	3.6
1992	2.0	2.6	2.1
1993	0.6	0.8	0.7
1994	0.0	1.2	0.3
1995	0.6	1.4	0.9
1996	0.5	1.7	0.9
1997	1.1	1.8	1.5
1998	1.6	1.8	1.7
1999	2.0	2.7	2.2
2000	2.5	2.4	2.5
2001	3.4	3.0	3.3
2002	2.9	2.6	2.8
2003	2.9	1.2	2.5
2004	1.4	2.2	1.8
2005	2.2	2.4	2.3
2006	2.6	2.1	2.5

Note: *Data for 2006 cover the months of January through December.*

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please view the *Technical Notes* (PDF format, 50kb).

Source: Labour Policy and Workplace Information, HRSDC—Labour Program.

Enquiries: http://www.hrsdc.gc.ca/en/lp/wid/contact/contact_us.shtml

OTHER DETAILED TABLES

Other detailed tables include the number of agreements, employees and durations by month, quarter and year for all sectors—public and private, jurisdictions, and industries. The data is available at other detailed tables (PDF format, 314kb).

Major Settlements Reached in December 2006

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Utilities				
ATCO Gas Edmonton, Alberta; and Calgary, Alberta Natural Gas Employees' Association (Independent-local) office employees; technical employees	550	4.4	24.0	Dec 31, 2008
1 agreement	**550**	**4.3**	**24.0**	
Construction				
Saint John Construction Association Inc. Saint John County, New Brunswick; Charlotte County, New Brunswick; Kings County, New Brunswick; and Queens County, New Brunswick United Brotherhood of Carpenters and Joiners of America (AFL-CIO/CLC) carpenters	500	3.7*	36.0	Jun 30, 2009
1 agreement	**500**	**3.7**	**36.0**	
Manufacturing				
Alcan inc. Alma, Quebec United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers Intl. Union (AFL-CIO/CLC) production and maintenance employees	750	3.0	12.0	Dec 31, 2011
QIT-Fer et Titane inc. Sorel, Quebec Fédération de la métallurgie (CSN) plant and maintenance employees	900	2.1*	84.0	Apr 29, 2013
2 agreements	**1,650**	**2.5**	**51.3**	

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Wholesale and Retail Trade				
A & P Canada Co. province-wide, Ontario United Food and Commercial Workers International Union (AFL-CIO/CLC) retail employees	10,000	1.4	36.1	Sep 26, 2009
1 agreement	**10,000**	**1.4**	**36.0**	
Transportation				
British Columbia Rapid Transit Co. Ltd. Surrey, British Columbia Canadian Union of Public Employees (CLC) operating employees; trade employees; administrative services employees	520	3.0	48.0	Aug 31, 2010
1 agreement	**520**	**3.0**	**48.0**	
Information and Culture				
Bell Canada province-wide, Quebec; and province-wide, Ontario Canadian Telecommunications Employees' Association (Independent-natl.) sales employees	1,100	0.0	24.0	Dec 31, 2008
Calgary Public Library Calgary, Alberta Canadian Union of Public Employees (CLC) librarians; office employees	620	3.3	36.0	Mar 31, 2009
2 agreements	**1,720**	**1.2**	**28.3**	

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Finance and Professional Services				
Atomic Energy of Canada Limited Chalk River, Ontario Professional Institute of the Public Service of Canada (Independent-natl.) scientific and other professional employees	530	2.5	60.0	Jun 30, 2011
1 agreement	**530**	**2.5**	**60.0**	
Education, Health and Social Services				
Brock University St. Catharines, Ontario Brock University Faculty Association (Independent-local) professors; librarians	540	4.0	24.0	Jun 30, 2008
Government of Manitoba province-wide, Manitoba Manitoba Government and General Employees' Union (CLC) health and social care professional employees	1,050	2.6	48.3	Mar 26, 2010
Government of Newfoundland & Labrador/ Health Boards Association province-wide, Newfoundland and Labrador Newfoundland and Labrador Nurses' Union (Independent-natl.) nurses	4,800	2.0	36.0	Jun 30, 2008
Waterloo Catholic District School Board Waterloo County, Ontario Canadian Union of Public Employees (CLC) office employees	600	2.5	40.0	Dec 31, 2008
Winnipeg School Division Winnipeg, Manitoba Manitoba Teachers' Society (Independent-natl.) elementary and secondary teachers; librarians	2,550	3.0	24.0	Jun 30, 2008
5 agreements	**9,540**	**2.5**	**33.7**	

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Entertainment and Hospitality				
Manitoba Lotteries Corporation Winnipeg, Manitoba International Brotherhood of Teamsters (AFL-CIO/CLC) casino employees	980	2.6	48.0	Sep 30, 2010
1 agreement	**980**	**2.6**	**48.0**	
Public Administration				
City of Edmonton Edmonton, Alberta Canadian Union of Public Employees (CLC) outside employees	2,000	4.0	36.1	Dec 28, 2008
Government of Manitoba province-wide, Manitoba Manitoba Government and General Employees' Union (CLC) administrative services employees	1,480	2.6	48.3	Mar 26, 2010
Government of Manitoba province-wide, Manitoba Manitoba Government and General Employees' Union (CLC) correctional officers	1,310	2.6	48.3	Mar 26, 2010
Government of Manitoba province-wide, Manitoba Manitoba Government and General Employees' Union (CLC) general tradesmen; general services employees	2,040	2.6	48.3	Mar 26, 2010
Government of Manitoba province-wide, Manitoba Manitoba Government and General Employees' Union (CLC) office employees	2,940	2.6	48.3	Mar 26, 2010

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Government of Manitoba province-wide, Manitoba Manitoba Government and General Employees' Union (CLC) scientific and other professional employees	1,140	2.6	48.3	Mar 26, 2010
Government of Manitoba province-wide, Manitoba Manitoba Government and General Employees' Union (CLC) scientific and other professional employees	1,340	2.6	48.3	Mar 26, 2010
Government of Manitoba province-wide, Manitoba Manitoba Government and General Employees' Union (CLC) social science employees	1,800	2.6	48.3	Mar 26, 2010
Niagara Parks Commission Niagara Falls, Ontario Ontario Public Service Employees Union (CLC) recreational employees	580	3.0	36.0	Oct 31, 2009
9 agreements	**14,630**	**2.8**	**45.9**	
Agreements with COLA - 2 agreements	**1,400**	**2.6**	**66.8**	
Agreements without COLA - 22 agreements	**39,220**	**2.3**	**39.1**	
All Agreements - 24 agreements	**40,620**	**2.3**	**40.0**	

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please view the *Technical Notes* (PDF format, 50kb).

Source: Labour Policy and Workplace Information, HRSDC—Labour Program.

Enquiries: http://www.hrsdc.gc.ca/en/lp/wid/contact/contact_us.shtml

Current and Upcoming Key Negotiations

covering 500 or more employees

Employer	Union	Employees	Status*	Expiry Month
Federal Jurisdiction				
Public Sector				
Canada Post	CUPW	48,000	B	Jan 07
Government of Canada	Various unions	13,040	ARB/CO/ B/TENT	May 02–Sep 05
VIA Rail Canada	CAW-CANADA	2,680	B	Dec 06
National Research Council Canada	Various unions	1,000	B	Dec 04/Apr 05
Atomic Energy of Canada (Ont. and Que.)	Various unions	260	ARB/B	Mar/Jun 06
Private Sector				
Air Canada (wage reopeners)	CUPE	7,840	MED	Jun 06
Canadian National Railway	UTU	3,000	PCB	Dec 06
Canadian Pacific Railway	Teamsters	2,300	CO	Dec 06
Expertech Network Installation (Que. and Ont.)	CEP	1,800	TENT	Nov 06
Eastern Canada Car Carriers	Teamsters	1,340	CO	Oct 06
Saskatchewan Wheat Pool	Grain Services Union	750	B	Jan 06
Provincial and Territorial Jurisdictions				
Public Sector				
Ontario Hospital Association	ONA	45,000	ARB	Mar 06
Provincial Health Authorities of Alberta	Nurses	23,000	B	Mar 07

Employer	Union	Employees	Status*	Expiry Month
Government of Saskatchewan	SGGEU	13,000	TENT	Sep 06
Government of Ontario	AMAPCEO	7,300	B	Mar 06
Société de transport de Montréal	CUPE/CSN	6,250	B	Jan 07
Capital District Health Authority	NSGEU	5,500	B	Oct 06
City of Vancouver	CUPE	5,270	B	Dec 06
Saskatchewan Telecommunications	CEP	3,460	B	Mar 07
Health Authorities of Manitoba	MAHCP	3,300	B	Mar 06
Ottawa Hospital	CUPE	3,000	B	Sep 06
Government of New Brunswick	CUPE	1,640	B	Feb 06
SaskPower	IBEW	1,340	B	Dec 06
Health Authorities of Prince Edward Island	IUOE	640	CO	Mar 06
Private Sector				
Construction Industry in Quebec	Various unions	173,620	B	Apr 07
Real Canadian Superstores (Alta.)	UFCW	8,150	B	Aug 06
Fishery Products Intl. Ltd. (N.L.)	CAW-CANADA	2,500	CO	Mar 05
Iron Ore Company of Canada (N.L.)	Steelworkers	1,000	CO	Feb 07

Employer	Union	Employees	Status*	Expiry Month
Saint John Construction Association	UBCJ	800	CO	Jun 06
Construction Management Bureau Limited (N.S.)	UA	750	TENT	Apr 06

* ARB Arbitration
B Bargaining
B/WS Bargaining after work stoppage
CO Conciliation
MED Mediation
M/WS Mediation after work stoppage
PAB Post-arbitration bargaining
PCB Post-conciliation bargaining
PMB Post-mediation bargaining
TENT Tentative settlement
WS Work stoppage

Upcoming Key Negotiations

Employer	Union	Employees	Expiry Month
City of Montreal	Various unions	17,800	Dec 06
Canada Safeway Ltd. (Alta.)	UFCW	6,800	Mar 07
Government of Nova Scotia	NSGEU	5,800	Mar 07
Canadian Pacific Railway	Teamsters	4,400	Dec 06
City of Quebec	Various unions	4,020	Dec 06
Nova Scotia Association of Health Organizations	Nurses	4,000	Oct 06
British Columbia Maritime Employers Association	ILWU	3,700	Mar 07
Government of Yukon	PSAC	2,800	Dec 06
Saskatchewan Association of Health Organizations	HSAS	2,700	Mar 07
Government of Prince Edward Island	PEIUPSE	2,440	Mar 07

Employer	Union	Employees	Expiry Month
Capital District Health Authority	NSGEU	2,400	Oct 06
Government of Nunavut	PSAC	2,100	Sep 06
Ottawa Hospital	OPSEU	2,000	Mar 07
Maple Leaf Pork (Ont.)	UFCW	1,100	Mar 07

Major Work Stoppages

Major work stoppages involving 500 or more employees from **January 19 to February 8, 2007.**

An updated weekly report and a full year-to-date listing are available at Major Work Stoppages.

Employer, Location, Union and Employees	Issues	Starting	Ending
Association patronale des centres de la petite enfance, Montréal and Laval, Quebec Fédération de la santé et des services sociaux de la CSN 500 kitchen staff, office employees and caregivers	Wages and job classification	Feb 5/2007 Rotating strike	Feb 5/2007
Government of Saskatchewan, province-wide, Saskatchewan Saskatchewan Government and General Employees' Union 1,170 government employees	Pending grievances, pension plan, and benefits	Dec 20/2006 Rotating strike	Feb 4/2007
Canadian Film and Television Production Association and Association des producteurs de films et de télévision du Québec Saskatchewan, Manitoba, Ontario and Quebec Alliance of Canadian Cinema, Television and Radio Artists 14,130 performers	Wages, distribution rights on new media	Jan 8/2007 Quebec on Jan 10/2007	

Innovative Workplace Practices

Bruce Aldridge
Workplace Information Directorate
Labour Program, Human Resources and Social Development Canada

This overview of workplace innovations is based on a review of 73 collective agreement settlements reviewed during the fourth quarter of 2006. Of these, 28 settlements contained provisions considered to be innovative or of particular interest.

Duration

During this quarter, the trend for a 36-month duration continued with 31 settlements having this term (representing 43% of the total 73 settlements reviewed). Fourteen agreements had a duration of 48 months while 11 settlements had durations of 24 months. There were 7 settlements with a 12-month duration. The 10 remaining settlements ranged from 50 to 72 months in duration with the longest being between Construction Labour Relations Association of British Columbia, province-wide and Bargaining Council of British Columbia Building Trades Unions.

Compensation

Hudson Bay Mining and Smelting Co. Limited, Flin Flon and Snow Lake, Manitoba and various unions have negotiated a **profit-sharing** plan. Effective January 1, 2007, the plan will provide an annual maximum of 3.0% of wages for 2007, 4.0% for 2008, and 5.0% for 2009. At the end of each year of the contract duration, 10% of the company's after tax earnings will be distributed to employees. Information submitted at the arbitration hearing indicates that the plan is likely to produce payments of at least $23,000 per employee in 2006.

A **copper price bonus** between Highland Valley Copper, Logan Lake, British Columbia and United Steelworkers Union will provide employees with quarterly payments based upon the average price of copper using the London Metal Exchange settlement quotation for copper and converted to Canadian dollars. On this basis and calculated as a percentage increase to the base rate, the first quarter payments would be as follows: should the average copper price be $1.22 Canadian, the bonus payment would be +1.0%; $1.23, +2.0%; $1.24, +3.0%; $1.25, +4.0%; $1.26, +5.0% and $1.27 or greater, +6.0%.

The calculation will be applied to all wage earnings of all bargaining unit employees during the quarter. Any funds payable will be allocated to the purchase of improved pension benefits.

An **employee-share ownership** plan has been introduced between Cameco Corporation, Key Lake and McArthur River, Saskatchewan and United Steelworkers Union. Effective January 1, 2007, the employer will purchase $1,000 worth of company shares on behalf of each employee. Employees may also contribute 6.0% of earnings each year to buy additional shares through payroll deductions, with the first 3.0% of contributions matched at a 50% rate by the employer.

Canada Post Corporation, Canada-wide and Canadian Postmasters and Assistants Association have established a **team incentive** plan. Indeterminate employees whose performance contributes to attaining targets beneficial to the long-term goals of Canada Post will receive an annual maximum incentive payment of 3.0% of earnings.

Bell Canada, province-wide, Quebec and Ontario and Canadian Telecommunications Employees' Association have a **sales bonus** plan based on attaining 100% of the individual and team sales objectives. Payments to occupations will be equivalent to a percentage of the base salary as follows: for Direct Marketing Associates and Team Coordinator, from 7.52% to 20.83% of base salary in 2007 and from 10.10% to 23.73% in 2008; for Sales Associate, up to 33.12% in 2007 and up to 36.31% in 2008; for Sales Representative, up to 46.43% in 2007 and up to 49.95% in 2008 and for Accountant Executive and Solution Sales Executive, up to 54.62% in 2007 and up to 58.33% in 2008.

Recruitment and retention adjustments have been established between Regional Health Authorities of Manitoba – Community Support Agreement, province-wide Manitoba and Manitoba Government and General Employees' Union to bring the hourly rate closer to that of the Healthcare Aide classification in the Facility Support collective agreement, the Home Care Attendant II will receive additional adjustments of 1.25% on April 1, 2006; 2.5% on April 1, 2007 and on April 1, 2008 and 2.0% on March 31, 2009. The Home Care Attendant I, Home Support Worker and Home Visitor I and II will receive an additional adjustment of 1.0% on October 1, 2007.

City of Edmonton, Alberta and Amalgamated Transit Union have a **service bonus** in addition to basic hourly pay. The operational, trades and maintenance and security employees will receive a lump-sum payment in December of each year based on hours worked during the year and accumulated years of service. For 5 to 9 years of service, 2¢ per hour worked; 10 to 14 years, 4¢ per hour worked; 15 to 19 years, 6¢ per hour and 20 or more years, 8¢ per hour.

Health and Welfare

A **health care spending account** has been established with the City of Edmonton, Alberta and Canadian Union of Public Employees. Effective January 1, 2007, an individual health benefit account in the amount of $500 per year will be set up on behalf of each permanent full-time employee and $250 per year for permanent part-time employees. To be eligible, employees must have completed the 90-day waiting period for benefits and be actively working during the first pay period of each year. The account is to be used to access supplementary medical care not included in the current health coverage in the collective agreement and may be used on behalf of the employee or their eligible dependents. Unused portions of the account can be carried over to the following year only.

Extendicare (Canada) Inc., Regina, Moose Jaw and Saskatoon, Saskatchewan and Service Employees International Union also have a health care spending account whereby the employer contributes an annual amount equal to 3.1% of straight-time salaries. It will be used to provide additional health and welfare benefits.

Working Conditions

Prince Edward Island Department of Health, province-wide and Prince Edward Island Nurses' Union have introduced a **mentorship program.** For the first 6 weeks of their assignment, new nursing graduates offered permanent full-time employment will be partnered with an experienced nurse from the unit who agrees to act as a mentor. The 6-week orientation may occur during the period that the graduate is awaiting registration but will not be considered as a member of the bargaining unit until they obtain their licence. The nurse assigned to be a mentor will receive a credit of $450 to be used towards continuing education and professional development. In the event that more than one nurse is assigned to mentor the same graduate, the credit will be prorated. The new graduate's initial assignment will be for a period of 6 months and will be to a work unit in which the graduate has the basic competency for an entry level position. Should the graduate be awarded a permanent position in another work unit prior to completing the 6-month assignment, they will be required to recommence the probationary period and will complete an additional 6-week orientation in the new work unit.

The parties have also negotiated a **return to work and accommodation** provision. The employer acknowledges its duty to accommodate employees with disabilities and will meet with a union representative and the affected employee to develop suitable accommodation options. The employer will inform the union of all modifications which adversely affect other members of the bargaining unit or which require a waiver of a collective agreement provision.

An **apprenticeship program** had been developed between Cameco Corporation, Key Lake and McArthur River, Saskatchewan and United Steelworkers Union. The employer will provide living and travel allowances while the employee is attending a trade school if the apprentice secures an additional temporary residence during the school term. The employer will pay a living allowance of $450 per month; a travel allowance for the purpose of travel between their home community and the trade school up to 2 round trips per school term for the use of a personal vehicle or reimbursement for the cost of public transportation and the reimbursement for all required tuitions and fees associated with the apprenticeship, including textbooks and trade manuals. If the apprentice successfully attains journeyperson status and remains with the company for at least 1 year, the employer will provide a one-time payment of $1,000.

Contracting out has been guaranteed between Sheraton Centre Hotel, Toronto, Ontario and UNITE HERE CANADA. No employee shall be permanently laid off without being first offered the option of alternate employment or enhanced severance as follows: 0 to 5 years of service, 1 week per year; 6 to 14 years, 1 week and 3 days per year; 15 to 19 years, 2 weeks per year and 20 plus years, 3 weeks per year.

City of Edmonton, Alberta and Civic Service Union, No. 52 have introduced **teleworking** arrangements. Teleworking would be voluntary on the part of the employees and would not reduce full-time positions into part-time positions nor result in the lay off of any permanent employee.

Three settlements with Manitoba Hydro, province-wide and Association of Manitoba Hydro Staff and Supervisory Employees, International Brotherhood of Electrical Workers and Canadian Union of Public Employees have introduced a provision for **telecommuting equipment.** If the supervisor determines that the employee should have a high-speed internet connection at an off-site location or at home to complete their work, the employer will pay for the basic service.

Highland Valley Copper, Logan Lake, British Columbia and United Steelworkers Union have negotiated a **severance pay in the event of lay off** as a result of company restructuring or permanent closure of the operation. The affected employees would receive a payment equal to 80 hours of their hourly rate of pay plus 60 hours pay for each complete year of service to a maximum of 1,500 hours pay. Employees may elect to terminate employment immediately following the layoff notice and receive the severance package or to remain on a recall list and receive the payment when recall rights expire.

Labour-Management Committees

During the fourth quarter of 2006, 12 of the full complement of 73 agreements contained provisions for establishing committees dealing with a wide variety of issues. Bell Canada, province-wide, Quebec and Ontario and Canadian Telecommunications Employee's Association have established a **work-load management** committee. The mandate will be to review the tasks of the sales employees who feel they are handling non-sales tasks such as administrative duties associated with data input, dedicated support to sales teams and tracking of accounts.

A **contracting out** committee has been created between Prevost Car Inc., Sainte-Claire, Quebec and Canadian Auto Workers. The committee will evaluate the manufacturing and maintenance work contracted out to assess whether contracting out has ended in order to give work back to bargaining unit members. Also, the committee will develop a way of increasing consultations with the union when the employer wishes to dispose of inoperative machinery.

Other committees included in collective agreements deal with such items as work reorganization, job evaluation, reclassification, health and safety policies and pension plan.

Previous articles on innovative workplace practices are available at http://www.hrsdc.gc.ca/en/lp/wid/win/00index.shtml

Safety of Young Workers

Labour Communications

At their annual meeting on January 25–26, 2007, ministers responsible for Labour emphasized their commitment to the promotion of safety of young workers and prevention of violence in the workplace. A joint statement on the importance of health and safety education was unanimously endorsed by ministers.

Through this statement, the ministers aim, within their respective responsibilities, to promote the inclusion of health and safety awareness and training in elementary, secondary and post-secondary educational institutions; to encourage partnerships among government departments and agencies responsible for education and occupational health and safety; and to foster greater interministerial cooperation in these areas.

For more information on the meeting concerning Safety of Young Workers, please see Ministers promote safety ...

Readers' Corner

The Service Canada library offers a list of selected recent publications, with short abstracts, on current and emerging workplace topics.

Globalization has changed world working conditions and labour rights, while at the same time national and international labour policies have also modified global labour conditions. In the United States and Great Britain the wages of unskilled labour have declined. Labour market policy in Canada has been affected by globalization, particularly the nature of labour markets and employment relationships.

See Readers' Corner for reading material on globalization. Other references on the subject, in French only, are available on the French Web site.

To view previously published abstracts, visit the library Web site at Library.

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- Recent Collective Bargaining Settlements
- Current and Upcoming Key Negotiations—Update
- Major Work Stoppages—Update
- Etc.

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